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| S'IBJECT: | Utilization | of | Staff | Employees |              |  |
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I concur in the intent of this staff study but with the following qualifications:

- Recommendation 6a(1) as drafted would unnecessarily restrict any effort to re-define concepts when limited to "within the context of paragraph 4c."
- change in name of the Contact Personnel Division. CFD is still being referred to as "SCAPS" (Special Contracting, Allowances, and Processing Staff), which name was officially dropped over a year ago. Beyond this point is our conviction that "Special Personnel Division" is totally meaningless in describing what the Division does.
- There are certain observations in the conclusions, such as that in paragraph 5c, which, while not necessarily intended as critical, can be viewed as such without specification as to just what is meant. Our concurrence in the study does not express agreement in such implied value judgments.

SIGNED

Hairison G. Reynolde Director of Personnel

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